Goskills

Unlock Team Performance by Creating Psychological Safety

GoSkills online course syllabus

Skill level
Beginner

Lessons
10

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Pre-requisites
No prior experience needed

Video duration
18m

Estimated study time
18m 52s

Instructor
Minette Norman

Introduction

1   **The foundation**
Psychological safety is the foundation for a healthy and collaborative workplace environment.

Why It Matters

2   **What is psychological safety**
Although psychological safety has become a commonly used term, it isn't always clearly understood.

3   **The importance of belonging**
Human beings have a fundamental need for a sense of belonging.

4   **Consequences of not having it**
The absence of psychological safety is highly detrimental to team dynamics and performance.

How to Create It

5   **Upgrade your meetings**
Meetings, where everyone spends so much time together, are a forum in which you can model psychological safety.

6   **Model nondefensive reactions**
When people are challenged, they often get defensive.

7 Normalize failure

It's common for people to be afraid to share failures and mistakes.

8 Welcoming other viewpoints

One of the best ways to deepen psychological safety in your team is to welcome diverse perspectives.

9 Listen to understand

While people often think they are listening, too often they are preparing their response rather than truly listening.

Conclusion

10 Achieve success

You can achieve success.

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